

Exhibit 13

Declaration of John A. Safarli in Support of City's Motion for Entry of Proposed
Remedial Plan and Final Injunction

Glatt v. City of Pasco, et al.

No. 4:16-CV-05108-LRS

EXPERT REPORT OF PETER A. MORRISON, Ph.D.

Glatt v. City of Pasco, et al.

No. 4:16-CV-05108-LRS

1. I am an applied demographer and am retired from The RAND Corporation, where I was Senior Demographer and the founding director of RAND's Population Research Center. I have provided testimony in litigation pertaining to the Voting Rights Act and districting plans and have constructed and/or evaluated numerous proposed local redistricting plans. I have made invited presentations on demographic aspects of redistricting to members and/or staff of the U. S. House of Representatives Subcommittee on the Census, the County Counsels' Association of California, the League of California Cities, the National League of Cities, and the Population Association of America. I have served on the U.S. Census Bureau Advisory Committee on Population Statistics, 1989-1995; and as an invited participant on the Bureau's Working Group on 2010 Race and Ethnicity. I have been elected as President of the Southern Demographic Association and to the Board of Directors of the Population Association of America, which are the two leading associations of professional demographers; and have taught students at the RAND Graduate School.
2. Details of my academic background, including all publications in the last ten years and work as an expert, including all cases in which I have testified by deposition or at trial in the last four years, are furnished in the attached vita (Appendix A).
3. The City of Pasco, Washington has retained me as an expert to develop alternative potential redistricting plans it might adopt in order to afford the City's Latino voters an equal opportunity to elect representatives of their choice. My evaluation relies on official sources of demographic and electoral data from, respectively, the U.S. Census Bureau and the Franklin County Elections Department. I reserve the right to revise and supplement my opinion, to the extent additional or different information is provided.

OVERVIEW OF CITY'S PROPOSAL

4. I have developed the "6-1" redistricting plan which the Pasco City Council has approved. In this plan, six of City's council members would be elected by the voters in each of the City's six single-member districts; a seventh council member would be elected at-large. The plan includes all the territory within Pasco's city limits as of mid-2016 and is balanced on the total population of that 2016 territory as enumerated on the latest official decennial census of 2010. Based on my visual

inspection, the City's 2016 boundaries appear to be closely coextensive with the boundaries of the Pasco School District, which has a 71% Latino student body.¹

5. This plan features three majority-minority districts—that is, districts in which Latinos constitute the majority of all of that district's eligible voters (the citizen voting-age population). This plan also features one council seat that would be elected at-large by all the City's eligible voters, among whom Latinos constitute 38.5% of the citizen voting-age population as of 2015.² I estimate that this citywide Latino share of eligible voters will reach 43% by 2021, when the City may next consider adjusting its election district boundaries based on the 2020 decennial census.
6. The details of the plan are shown in Table 1 below. For the City of Pasco as of 2016, District 1 has a population of 3,148 eligible voters, of whom 54.0% are Latino. District 2 has a population of 3,488 eligible voters, of whom 52.3% are Latino. District 6 has a population of 3,998 eligible voters, of whom 56.0% are Latino. These estimates are based on a 2010-2014 5-year American Community Survey ("ACS") estimate. This estimate is a rolling average of survey data collected over 5 years from 2010 to 2014. Table 1 below shows that the Latino citywide eligible voter population is 31.9%, which is also based on the 2010-2014 5-year ACS estimate. However, the recently-released 2015 1-year ACS estimate shows that Latinos are 38.5% of the citywide population of eligible voters. The plan's total population balance (Total Deviation from Ideal) is +9.55%, which falls within the acceptable range.
7. The plan balances several traditional redistricting criteria. First, its districts are compact and contiguous. Second, district boundaries align with the boundaries of virtually all the City's existing precincts. Third, boundaries respect incumbents' residential locations, although two Council members would reside in a single district (District 5).
8. The plan affords Latinos the opportunity to elect their favored candidates of choice in each of three districts (Districts 1, 2, and 6). I base that statement, first, on the fact that Latinos are well over 50% of the residents in each district who are eligible to vote, based on data centered on 2012. Second, for these three districts as a whole, I estimate that Latinos' constituted approximately 58% of all registered voters as of the November 2014 general election. (My estimates are based on data I had readily accessible for the November 2014 general election.) Such evidence assures me that in forthcoming elections, Latinos in Districts 1, 2, and 6 now have the ability to elect their favored candidate of choice by district in three of the City's six districts.

¹ Source: <http://www.psd1.org/domain/4> .

² This 38.5% Latino share of the city's citizen voting-age population was derived from the 2015 one-year American Community Survey (Tables B05003 and B05003I), accessible at www.census.gov .

9. For the entire City, newly-released 2015 one-year American Community Survey data show that Latinos now constitute 38.5% of all voting-age citizens citywide. These current 2015 data, in conjunction with my estimate that Latinos were approximately 44% of all registered voters citywide in 2014, convince me that Latinos now constitute at least two-fifths of eligible voters citywide.

RATIONALE FOR PLAN M8

10. In formulating the plan, my intent was to assure that (1) Latinos would now have the present *ability* to elect three favored candidate of choice by district; and (2) Latinos could realize their growing citywide electoral strength to elect a fourth--or even fifth--favored candidate of choice at large.
11. As noted above, Latinos constitute approximately 44% of all registered voters citywide in 2014 and an estimated 38.5% of the citizen voting-age population citywide in 2015. Together, both these percentages strongly support the conclusion that Latinos are—and can voice the interests of—two-fifths of the city’s electorate. Their current and anticipated future numbers assure Latinos across the city the increasing prospect of forming useful coalitions with non-Latino voters to elect a fourth favored candidate of choice.

SUPPORTING RESEARCH

12. Scholarly studies suggest that these new prospects—three “opportunity districts” plus a fourth citywide “influence” opportunity—might energize Latinos to register and turn out to vote in future elections.³ Competitiveness has been shown to be among the strongest correlates of voter turnout. In a competitive environment, more people see that their vote can make a difference and go to the polls. Forming heavily Latino districts in Pasco may result in multiple viable Latinos competing for office, citywide as well as by district, thereby encouraging participation.
13. A Latino has yet to win an open seat contest to the Pasco Council. Extrapolating from this research, a widespread perception among Latinos that three newly-adopted single-member

³ Research shows that as Blacks seek to elect the first member from their group to an office, turnout will increase (Browning et al. 1984; Preston 1987; Edds 1990; Greene 1991; Lublin and Tate 1995; Gilliam and Kaufmann 1998; Lublin and Voss 2000; Gay 2001; Vanderleeuw and Sowers 2007; Bullock et al. 2008). A study of Black and Latino activities in 10 California cities concludes “We may be seeing the resurgence in minority turnout predicted by analysts who said that minority voting would increase when minorities believe voting will achieve specific goals” (Browning et al. 1984, 254, also see Hamilton 1980).

districts offer Latinos refreshingly good odds of winning may encourage both Latinos and fellow minorities to turn out in record numbers.

14. Heightened competition among minority candidates can have a downside. Multiple Hispanic candidates could split the Hispanic vote which, if a single Anglo is in the candidate pool, could result in the Anglo winning a plurality. A majority-vote requirement, mandating that the surviving Latino faces the other candidate in a runoff, would be one way to avoid that downside.

I declare under penalty of perjury that the foregoing is true and correct.

Executed on October 15, 2016

A handwritten signature in black ink, appearing to read "Peter A. Morrison", written over a horizontal line.

Peter A. Morrison, Ph.D.

Table 1

Plan M8				
District	Total CVAP (2010-14)	Hispanic CVAP	Total Pop (2010)	% Hispanic CVAP
1	3,148	1,701	10,048	54.0%
2	3,488	1,825	10,009	52.3%
3	7,828	2,136	10,532	27.3%
4	6,535	1,542	10,062	23.6%
5	7,744	1,007	11,003	13.0%
6	3,998	2,239	10,798	56.0%
Total	32,742	10,450	62,452	31.9%
<i>Total deviation from ideal:</i>				9.55%
Note: Equalizes 2010 population (census enumerated) within 2016 city limits.				

*Note: The CVAP and Hispanic CVAP figures are based on the 2010-2014 5-year ACS estimate. The recently-released 2015 1-year ACS estimate shows that Latinos are now 38.5% of the citywide CAP, a nearly 7.0% increase from the 2010-2014 5-year ACS estimate.

STUDIES CITED

Browning, Rufus P., Dale Rogers Marshall, and David H. Tabb. 1984. *Protest is Not Enough*. Berkeley, CA: University of California Press.

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CASES I HAVE TESTIFIED IN SINCE AUGUST 2012

1. ZORAIDA RIOS-ANDINO et al. v. ORANGE COUNTY. UNITED STATES DISTRICT COURT, MIDDLE DISTRICT OF FLORIDA, ORLANDO DIVISION. Expert Report on behalf of Defendant.
2. JAMES FIGGS AND ROBERT JACKSON v. QUITMAN COUNTY, MS. UNITED STATES DISTRICT COURT, NORTHERN DISTRICT OF MISSISSIPPI, GREENVILLE DIVISION. Affidavit in Support of Defendants' Motion for Summary Judgment.
3. U.S. v. TOWNHOMES OF KINGS LAKE, HOA, INC. et al. MIDDLE DISTRICT OF FLORIDA. DJ# 175-17M-499. Declaration on behalf of Plaintiff U.S. Department of Justice.
4. EVENWEL v. PERRY, UNITED STATES DISTRICT COURT FOR THE WESTERN DISTRICT OF TEXAS.
Declaration on behalf of Plaintiffs seeking to enjoin Texas from conducting further state Senate elections under Plan S172 and asking the court to require the Texas Legislature to reapportion state senatorial voting districts in conformity with the Fourteenth Amendment.
5. EVENWEL et al. v. ABBOTT et al., UNITED STATES SUPREME COURT.
"Brief of Demographers Peter A. Morrison, et al. as *Amici Curiae* in Support of Appellants," in Evenwel et al. v. Abbott et al.
6. PAULETTE KREMMEL v. FAIRLIFE LLC, UNITED STATES DISTRICT COURT, SOUTHERN DISTRICT OF ILLINOIS. Declaration on behalf of Defendants.

(Updated: August 21, 2016)

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EDUCATION

B.A., Sociology, 1962, Dartmouth College

Ph.D., Sociology, 1967, Brown University

PROFESSIONAL EXPERIENCE

2009-present — President, Peter A. Morrison & Associates, Inc., Nantucket, MA

1969-2009 — Senior Staff Demographer and Resident Consultant, The RAND Corporation,
Santa Monica, California

1979-1990 — Founding Director, Population Research Center, RAND

1967-1969 — Assistant Professor, Department of Sociology, and Research Associate,
Population Studies Center, University of Pennsylvania, Philadelphia

AREAS OF EXPERTISE

Dr. Morrison's principal expertise centers on applications of demographic analysis in tracking socioeconomic trends and envisioning their consequences for public policy and business. Domestic applications include demographic analysis for electoral redistricting; store site selection; human resource analysis; evaluating employment discrimination claims; evaluating effectiveness of school desegregation remedies; forecasting school enrollments; gauging minority representation within jury pools; and various applications of census and administrative data in monitoring local demographic contexts. International applications include business concerns with corporate strategic planning and globally emerging middle-class consumer markets; identifying and quantifying demographic precursors of expanding consumer markets; comparing and evaluating individual markets; and analyzing forthcoming demographic trends to spot potential business opportunities.

Dr. Morrison performs studies for the private sector and conducts executive briefings on these topics through his consulting firm, founded in 1984. Clients have included American Express, American Stores, Corning, Inc., Ford Motor Co., Marriott International, NBC, New Directions for News, Times Mirror, University of California, and CIBC Securities (Canada).

Dr. Morrison has taught at The RAND Graduate School and lectures periodically before Congressional, academic, and business audiences. He has given testimony before subcommittees of the U.S. Senate and House of Representatives and addressed meetings of the National Science Board, The Conference Board, National League of Cities, National Conference of State Legislatures, University of California Management Institute, American Bar Association, American Society of Newspaper Editors, newsroom seminars for the Casey Journalism Center, County Counsels Association of California, American College of Surgeons, National Association of Homebuilders, Missouri Legislative Forum, World Future Society, and Volunteers of America.

He has served as advisor to the Committee for Economic Development, the Congressional Research Service, and committees of the National Academy of Sciences, U.S. Census Bureau, Department of Agriculture, National Institutes of Health, California Energy Commission, California Governor's Council on Growth Management, Center for California Studies, and United Way.

PROFESSIONAL ORGANIZATIONS/HONORS

Invited participant, U.S. Census Bureau Working Group on 2010 Race and Ethnicity

Member, L.A. Unified School District Enrollment Analysis Technical Advisory Committee

Visiting Lecturer, Helsinki School of Economics and Business Administration, summer 2001

U.S. Census Bureau Advisory Committee on Population Statistics, 1989-1995 (Chair, 1990).

Population Association of America: Board of Directors, 1978-1980; Public Affairs Committee, 1979-1986; Chair, Nominations Committee, 1981-1982; annual Program Organizing Committee, 1995, 1998; Local Arrangements Committee, 2000; Committee on Applied Demography, 1995-1999, Chair, 1998; Development Committee, 2006-2012.

Southern Demographic Association: Board of Directors, 1999-present; Vice President, 2001; President, 2003.

Center for Spatially Integrated Social Science, UC Santa Barbara: Advisory Board, 2000-

Research Advisory Board, Committee for Economic Development, 1988-1991.

Regents' Lecturer, UCLA, Spring 1987.

Social Science Research Council's Committee on the Survey of Income and Program Participation, 1985-1988.

National Advisory Child Health and Human Development Council, National Institute of Health, 1984-1987.

Population Research Committee, National Institute of Child Health and Human Development, 1977-1979.

Committee on Behavioral and Social Aspects of Energy Consumption and Production, National Academy of Sciences, 1980-1982.

Committee on Urbanization and Population Redistribution, International Union for Scientific Study of Population, Chairman, 1976-1979.

Advisory Subcommittee for Applied Social and Behavioral Sciences, National Science Foundation, 1978-1981.

Future of Rural America Advisory Committee, FHA, 1978-1981.

Editorial Advisory Committee, *Urban Studies*, 1985-1995.

Editorial Advisory Board, *J. Australian Population Assoc.*, 1995-1998.

RECENT MEDIA APPEARANCES:

Interviews: CNBC; New York Times; Los Angeles Times; USA Today; Time Magazine; Seattle Times; AMA/Marketing News

Commentary: Washington Post; New York Times; Wall Street Journal; International Herald Tribune; Pittsburgh Post-Gazette; Los Angeles Times; Atlanta Constitution; Houston Chronicle; San Jose Mercury News; Providence Journal

RECENT PRESENTATIONS:

- 10/22/2015: At Nantucket Historical Association's "Food for Thought" series:
"Immigration on Nantucket: What You Should Know"
<https://www.youtube.com/watch?v=u17rINVweZs> (Morrison presentation starts at minute 2:10)
- 01/08/2015: To Waterbury, CT **"Alderman by District Reapportionment Commission"** Meeting
<https://www.youtube.com/watch?v=aj6qE3JECg0&feature=youtu.be>
 (Morrison presentation start at minute 23:10)
- 01/14/2015: To Waterbury, CT **"Aldermen by District Reapportionment Commission"** meeting:
https://www.youtube.com/watch?v=98Vp4y11_sc (Morrison presentation starts at minute 9:10)
- 12/2014: **"Investing in Nantucket's Future"** <http://vp.telvue.com/preview?id=T02542&video=223735>
 (Morrison presentation starts at minute 1:30)
- 11/2013: **"Growing Old: How Aging Populations Will Transform Our Lives and Times"**
http://www.youtube.com/watch?v=kJvS_hhgLDk&feature=c4-overview-vl&list=PLjgJVmnztYsTqYVn_ijBhCGxA5-7DMtGw (Morrison presentation starts at minute 1:05)
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SELECTED RECENT PUBLICATIONS/PAPERS/POLICY BRIEFS

Access abstracts of selected publications at: www.rand.org/pubs/authors/m/morrison_peter_a.html

"From Legal Theory to Practical Application: A How-To for Performing Vote Dilution Analysis," *Social Science Quarterly* (forthcoming), coauthor.

"Projecting Future Demand for Assisted Living in the US: A Case Study," chapter in D. A. Swanson, ed., *Frontiers Applied Demography* (forthcoming 2017).

Access at:

"We have the data to make voting fair. Let's use it." op-ed in *The Washington Post*, 10/22/2015
Access at: <http://www.washingtonpost.com/news/in-theory/wp/2015/10/22/we-have-the-data-to-make-voting-fair-lets-use-it/>

Supreme Court of the United States. "Brief of Demographers Peter A. Morrison, Thomas M. Bryan, William A. V. Clark, Jacob S. Siegel, David A. Swanson, and The Pacific Research Institute as *Amici Curiae* in Support of Appellants," in *Evenwel et al. v. Abbott et al.*
Access at: <http://www.scotusblog.com/wp-content/uploads/2015/08/Demographers-Amicus.pdf>

"Exploring the Blizzard Babies Phenomenon," op-ed in *Providence Journal*, March 3, 2015.
Access at: www.providencejournal.com/article/20150303/OPINION/150309836

"A Method to Forecast Hispanic Voting Strength at Local Scales," presented at Applied Demography Conference, San Antonio, Texas, January 8-10, 2014.

"Quantifying the Effect of Age Structure on Voter Registration," *Social Science Quarterly* (2014).
Access at: <http://onlinelibrary.wiley.com/doi/10.1111/ssqu.12059/abstract>

"Forecasting Hispanics' Ripening Voting Strength at Local Scales," presented at 2012 Annual Meeting of Southern Demographic Association, Williamsburg, VA

"Gauging Hispanics' Effective Voting Strength in Proposed Redistricting Plans: Lessons Learned Using ACS Data," (coauthored with T. Bryan), for National Academy of Sciences Workshop on the Benefits (and Burdens) of the American Community Survey, Case Studies/Agenda Book, chap. 5 (2012).

"Chinese Workers Could Replace Mexican Immigrants," op-ed in *Houston Chronicle*, Aug. 12, 2011 (coauthored with Dudley Poston, Jr.).
Access at: www.chron.com/opinion/outlook/article/Chinese-workers-could-replace-Mexican-immigrants-2077827.php

"Integrating Census Data to Support a Motion for Change of Venue," *Population Research & Policy Review* (coauthored with Dean Judson), 2011.
Access at: <http://paa2011.princeton.edu/papers/111043>

"An Evaluation of Additive and Hierarchical Classifications of Race/Ethnicity as Measured on Census 2000," coauthor (under review).

"Using the Census Bureau's Surname List to Improve Estimates of Race/Ethnicity and Associated Disparities," *Health Services and Outcomes Research Methodology* 9(2), pp.69-83 (coauthor). Access at: www.rand.org/pubs/external_publications/EP20090611.html

"Teaching Business Demography Using Case Studies," presented at the International Union for

the Scientific Study of Population Seminar on Applications of Demography in Business, Sydney Australia, October 2007 (coauthor). Appears in *Population Research & Policy Review*.

"Targeting Spatial Clusters of Elderly Consumers in the USA," presented at the International Union for the Scientific Study of Population Seminar on Applications of Demography in Business, Sydney Australia, October 2007 (coauthored with Thomas Bryan). Appears in *Population Research & Policy Review*.

"Assessing the Need for a New Medical School: A Case Study in Applied Demography," *Population Research & Policy Review* (coauthor).

"A New Method for Estimating Race/Ethnicity and Associated Disparities Where Administrative Records Lack Self-Reported Race/Ethnicity," coauthor, *Health Services Research Journal* 43(5), Oct. 2008. Access at: <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2653886/>

"Forecasting the Supply of and Demand for Physicians in the Inland Southern California Area" (coauthor), RAND Technical Report TR524, 2007.

"Evaluating a Claim of Discriminatory Annexation Using Demographic Analysis: An Instructional Case," at 2005 annual Southern Demographic Association meetings.

"Evaluating Evidence of Discrimination in Multi-Ethnic Housing Markets," *Population Research & Policy Review*, 2008 (coauthored with William A. V. Clark).

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"Small-Area and Business Demography," chapter in D. Poston and M. Micklin, *Handbook of Population*, 2005 (coauthored with Stan Smith).

"Future Demographic Challenges to California School Districts," presented at 2005 annual Population Association of America meetings, session on School Demography.

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"Counting on Demography: Fostering Applications of the Social Sciences," invited plenary address at the 2005 Southwestern Social Science Association meetings, New Orleans

"How Migration Flows Shape the Elderly Population of Metropolitan Pittsburgh," at 2004 annual Southern Demographic Association meetings, Hilton Head, SC (coauthored with Chris Briem)

"The Bright Lights in Pittsburgh's Future," op ed appearing in *Pittsburgh Post-Gazette*, Sept. 19,

2004 (coauthored with Barry Balmat)

"New Approaches to Spotting Enclaves of the Elderly Who Have Aged in Place," presented at 2004 Population Association of America meetings (coauthored with Tom Bryan).

"Developing an Arab-American Surname List: Potential Demographic and Health Research Applications," at 2003 Southern Demographic Association meetings (coau. with B. Kestenbaum, D. Lauderdale, A. Abrahamse, S. El-Badry).

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"At-Large Elections Under Legal Challenge: Where Demographic Analysis Fits In," presented at the 2000 Population Association of America meetings.

"Meeting Local Information Needs: A Case Study in Team Applied Demography," *Applied Demography Newsletter*, Population Association of America, Spring 2002 (coauthored).

"Gauging Future Prospects for a Neighborhood Vehicle: Where Demographic Analysis Fits In," at 1999 Southern Demographic Association meetings, San Antonio.

"Forecasting Enrollments for Immigrant Entry-Port School Districts," *Demography*, Nov. 2000.

"Charting Alternatives to a Segregated School Admissions Policy: Where Demographic Analysis Fits In," at 1998 Population Association of America meetings, Chicago (abridged version appears in *Chance*).

"Unveiling the Demographic 'Action' in Class Actions," *Population Research and Policy Review*, 1999.

"Family Policies and Demographic Realities," chapter in J.W. Hughes and J.J. Seneca, eds., *America's Demographic Tapestry: Baseline for the New Millennium*, Rutgers Univ. Press, 1999.

"Applying Demographic Analysis in Affirmative Action Disputes: An Instructional Case," *Population Research and Policy Review*, 1998.

"Demographic Influences on Latinos' Political Empowerment: Comparative Local Illustrations," *Population Research and Policy Review*, 1998.

"Demographic Change and School District Response: Assessing Alleged Discriminatory Effects of Boundary Changes," under review (with W.A.V. Clark).

"Forecasting Enrollments During Court-Ordered Desegregation," *Population Research and Policy Review*, 1996.

"Applying Demographic Analysis to Store Site Selection," *Population Research and Policy Review*, 1996 (with A. F. Abrahamse).

"Tracking Growth of Emerging Consumer Markets Worldwide: Where Demographic Analysis Fits In," presented at Sixth International Conference on Applied and Business Demography, Bowling Green, OH (coauthored).

"Tying Knots in the American Tapestry," Op-ed article, *Los Angeles Times*, Sept. 18, 1995.
Access at: http://articles.latimes.com/1995-09-18/local/me-47167_1_ethnic-identity

"Broadening Client Perspectives on Business Concerns," *Applied Demography*, Summer 1995.

"Demographic Foundations of Political Empowerment in Multi-Minority Cities," *Demography*, May, 1995 (with W.A.V. Clark).

"Demographic Perspectives on the Voting Rights Act," RAND P-7905, 1995 (briefing cohosted by U. S. House Subcommittee on Census and The Population Resource Center, Oct.19,1994).

Demographics: A Casebook for Business and Government, Westview Press, 1994 (coeditor).

"Empowered or Disadvantaged? Applications of Demographic Analysis to Political Redistricting," chapter in *Demographics* (cited above).

"A Riot of Color: The Demographic Setting of Civil Disturbance in Los Angeles," RAND P-7819 (with Ira S. Lowry). Condensed version appears in Mark Baldassare (ed.), *The Los Angeles Riots: Lessons for the Urban Future*, Westview, 1994.
Access at: www.rand.org/content/dam/rand/pubs/papers/2009/P7819.pdf

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"The Demographic Context of Army Family Support Policy," chapter in M.J. Eitelberg and S.L. Mehay (eds.), *Marching Toward the 21st Century* (Greenwood Press, 1994).

"Strategic Sleuths," *Forecast Magazine*, Nov/Dec 1993.

"Congress and the Year 2000: Peering into the Demographic Future," *Business Horizons*, Nov/Dec 1993 (condensation of RAND N-3279 cited below).

"A California That Can Work: People, Productivity, and Energy," RAND P-7828 (invited testimony before the California Energy Commission, June 1993).

"Goodbye Past, Hello Future: California's Demographic Shift," Op-ed article, *Los Angeles Times*, September 13, 1993.

"More than Meets the Eye," *Chance*, May 1993.

"Employment Discrimination: How Demographic Analysis Fits In," presented at Fourth International Conf. on Applied Demography, Bowling Green, Ohio, September 1992.

"Is 'Aging in Place' a Blueprint for the Future?" Association of American Geographers Meeting, San Diego, RAND, P-7794, 1992.

"Gauging Hispanic Voting Strength: Pitfalls and Paradoxes," *Population Research and Policy Review*, 1992 (with W.A.V. Clark).

"Local Redistricting: The Demographic Context of Local Boundary Drawing," *National Civic Review*, Winter/Spring 1992 (with W.A.V. Clark).

"Mirroring the Mosaic: Redistricting in a Context of Cultural Pluralism," RAND, P-7789, 1992.

"Testimony before House Subcommittee on Census and Population," RAND, P-7784, 1992.

"Healthier Childhoods and Family Responsibility: Two Issue Papers," RAND, P-7788, 1992.

"How Demographic Analysis Supports Redistricting," for Mandatory Continuing Legal Education course sponsored by County Counsels Association of California, January 1992.

"California's Future: More to Come," Op-ed article, *The Los Angeles Times*, Dec. 3, 1991.

Soldiers' Families: Tracking Their Well-Being During Peacetime and War, RAND, N-3405-A, 1992 (coauthor).

"California's Demographic Outlook: Implications for Growth Management," RAND, P-7738, 1991.

"The Changing Demographic Context of Postsecondary Education," RAND, P-7737, 1991.

"The Demographer's Role in the Local Boundary-Drawing Process," RAND, P-7711, 1991 (coauthor).

"Looking In From Outside: Enhancing Demographic Perspectives on Business Concerns," given at 1991 Population Association of America meetings.

"Demographic Paradoxes in the Los Angeles Voting Rights Case," *Evaluation Review*, 1991 (with W.A.V. Clark).

"Future Images—Childhood, The Workplace, Our Communities," RAND P-7656, 1990.

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